



Equality, Diversity and Inclusion Policy

Mindfulness Now / Central England College / are training organisations, and the Mindfulness Teachers' Register is a register for independent mindfulness practitioners. This policy seeks to provide information regarding equality, diversity and inclusion in this specific regard.

Mindfulness Now / Central England College / the Mindfulness Teachers' Register do not directly employ staff, and for clarity and ease throughout this document anyone who it relates to are referred to as 'practitioners' i.e. trainers, students, graduates.

Statement

Mindfulness Now / Central England College are committed to providing a stimulating and supporting learning and working environment based on mutual respect, trust and regard. They are committed to encouraging equality, diversity and inclusion, and eliminating unlawful discrimination.

Mindfulness Now is committed to the fair treatment of all people and to be truly representative of all sections of society, be they practitioners, students, those applying for training, and for each person to feel respected and able to give their best. This will be regardless of disability, additional educational needs, gender, sexual identity, marital status, family or caring responsibilities, race, colour, ethnicity, nationality, sexual orientation, gender identity, age, trade union activity, pregnancy and maternity, unrelated criminal convictions and political or religious beliefs.

Mindfulness Now acknowledges the duty of education and training in promoting equality of opportunity and furthering social inclusion. We recognise the link between equality and high-quality performance and we understand that ensuring equality of opportunity is essential for the successful development of the training school and its students.



Purpose

The purpose of this policy is to provide:

- a declaration of the equality and diversity principles of Mindfulness Now / Central England College
- a statement of commitment to those principles
- an outline of the responsibilities to which all practitioners and students of the Mindfulness Now / Central England College community are expected to adhere.
- And to ensure that we, as an organisation and training provider, comply fully with all relevant parts of the Equality Act 2010.

We will measure, review and reinforce the effectiveness of the policy through self-assessment and student feedback.

Equality and Diversity Principles

Mindfulness Now / Central England College will aim to make courses accessible to as wide a range of students as possible via increased flexibility and a choice between online and in-person training courses in accordance with the philosophy and practice of inclusive learning.

Mindfulness Now / Central England College will ensure that students with learning difficulties and/or disabilities receive appropriate additional learning support to meet their individual needs. Support to students will be available through their tutor or assessor in the first instance. In addition, students may seek advice from the training team. Specific support will be provided and/or adjustments will be made *where reasonably practicable*, to enable a student with a difficulty/disability to use particular facilities or services, and to achieve the same learning outcomes as other students.

Roles and Responsibilities

The Principal of Mindfulness Now / Central England College has ultimate responsibility for ensuring that we meet the commitments outlined within this policy, and is responsible for ensuring that practitioners and students are aware of their responsibilities, and understand and apply this policy which is published online and shared within training manuals.



All practitioners and students have responsibilities, as well as rights, in relation to the promotion of equality, diversity and inclusion. They must ensure that their behaviours and actions do not discriminate unlawfully and that they do not harass or bully others. Please see appendix at the end of the document for a definition of what legally constitutes unlawful discrimination.

Students who have concerns about unlawful discrimination, harassment or bullying are advised to contact their trainer or the administration team on the main contact email address info@mindfulnessnow.org.uk

Mindfulness Now / Central England College practitioners with a responsibility for training have a duty to recognise, value and respond appropriately to varying needs and viewpoints. In addition, all training facilitators are responsible for:

- promoting equality, diversity and inclusion throughout their training programme and through relations with students, facilitators and the wider community
- ensuring that materials used to deliver the training are accessible to a diverse range of students and adjusted to meet specific needs, and that they are free from sexist, racist and other discriminatory assumptions, images and languages.
- making an adequate risk assessment, especially if training is taking place online, that access takes place over a secure connection
- making an adequate risk assessment, especially if training is taking place in-person, regarding fully accessible physical premises

Commitments

In order to translate the above policy into action, Mindfulness Now / Central England College will:

- Demonstrate its commitment to equality, diversity and inclusion to all members and prospective members of the training school community, promote equality of opportunity and inform all practitioners and students of their rights and responsibilities in maintaining and promoting equality.
- Communicate and consult with interested groups and individuals (both internal and external to the Mindfulness Now / Central England College).



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- Ensuring that its commitment to equality of opportunity and diversity is made explicit in contracts and partnerships with outside organisations.
 - Ensuring that students and practitioners know where to access information and support regarding equality, diversity, harassment and bullying issues. Please also see our Compliments and Complaints Policy.

Monitoring and Review

This policy will be reviewed on a regular basis by Mindfulness Now / Central England College to ensure its effectiveness in achieving equality of opportunity, in preventing discrimination and to ensure that we are fulfilling our legal obligations.

Appendix.

Definitions of Unlawful Discrimination (taken from Equality and Human Rights Commission website).

Direct discrimination

This means treating one person worse than another person because of a protected characteristic.

Indirect discrimination

This can happen when an organisation puts a rule or a policy or a way of doing things in place which has a worse impact on someone with a protected characteristic than someone without one.

Harassment

This means people cannot treat you in a way that violates your dignity, or creates a hostile, degrading, humiliating or offensive environment.

Victimisation

This means people cannot treat you unfairly if you are taking action under the Equality Act (like making a complaint of discrimination), or if you are supporting someone else who is doing so.